

U.S. ARMY SECURITY ASSISTANCE COMMAND  
5001 EISENHOWER AVENUE  
ALEXANDRIA, VIRGINIA 22333-0001

**USASAC POLICY STATEMENT NUMBER: 103.7**

**SUBJECT:** Presidential Management Intern (PMI)

**POLICY:**

1. A written request for central-funding for a PMI must be submitted by the USASAC PMI Coordinator (one year in advance of the PMI final selection process) to the Deputy Chief of Staff for Personnel, ATTN: AMCPE-CC, U.S. Army Materiel Command. (Example: the request for a 1995 PMI must be submitted 1 January - 31 March 1994). The request should state that training of a PMI can begin immediately after selection and the Command will place the PMI into an authorized position upon completion of the program.
2. The selection process begins once PMI finalists are announced (usually March of each year). Current and former PMIs will review all the applications according to the following criteria:
  - a. Interest in the Defense Department.
  - b. Willingness to travel.
  - c. Interest in International Affairs or Business.
3. Interviews will be conducted by a panel chaired by the AMSAC PMI Coordinator, the current PMI, former PMIs, and a Division Chief.
4. During the interview process, candidates will be given a description of the USASAC PMI Program. Generally this will include a year within USASAC including rotations to regional and functional offices, as well as brief rotations (2-3 weeks) to DALO-SAC, DSAA, New Cumberland, an overseas trip, where applicable, and DFAS. After interviewing the applicants, the USASAC PMI Coordinator determines the top three candidates. The position is offered to the top candidate; if he/she declines, the position is then offered to the second selectee, etc.
5. Internships are for a two year period. At the completion of the internship, the intern is offered a position in USASAC as a

Logistics Management Specialist, GS-0346-12.

6. Interns will be permitted and encouraged to attend PMI related career development activities in accordance with PMIP guidelines. These activities will be coordinated with the PMI Coordinator.

7. During any given FY, if centralized funding is not available, USASAC will not participate in the PMI program.

**DISCUSSION:**

1. The PMI Program brings interns with graduate degrees into the Federal Service for a period of two years with the intention of converting to career status upon completion of their internship.

During their internship candidates are fully employed and afforded the opportunity to experience a wide variety of Federal offices through a rotation system. They gain exposure to entry level managerial functions and observe senior managers. A list of applicants is discussed with the USASAC PMI Coordinator and interviews are arranged for consensus candidates. The interview period lasts approximately two weeks.

2. The goal of the internship is to groom candidates for senior management positions in Government service. Interns are given as many chances as possible to observe senior managers in action through special projects, attendance at meetings, etc. The USASAC Commander and Deputy constitute the USASAC intern's senior management.

3. An intern will normally be appointed as a GS-9 Logistics Management Specialist with a report date in September. At the end of the first year the intern is promoted to a GS-11. The second year of the program is spent in 2-3 rotations outside USASAC. This normally includes Office of the Secretary of Defense, State Department, and/or Capitol Hill, but a rotation program can be tailored to the interest of the intern, with the agreement of the USASAC PMI Coordinator.

**PROPONENT AREA:** Administration

**PROPONENT:** AMSAC-MP

**SUPERSESSSION:** None.

WILLIAM A. FITZGERALD, JR.  
Major General, USA  
Commanding

OFFICIAL:

DONALD B. UBER

Chief, Administration and Security Division	2
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